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No. 94

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LACK OF SUPPLY SPECIALIST TRAINING PROGRAMS DEPLORED

Moscow MATERIAL'NO-TEKHNICHESKOYE SNABZHENIYE in Russian No 6, Jun 83 pp 59-62

[Article by V. Zhenov, dean of the faculty of the Novosibirsk Institute of the National Economy: "The Professional Horizon of a Young Specialist"]

[Text] The intensively developing general-state system of material and technical supply needs a constant influx of young specialists armed with up-to-date knowledge and skills, prepared to solve important national-economic problems. This presents high demands on the organization of training personnel with a higher education, as well as improving educational-training work in VUZ's.

A notable contribution to this important cause is being made by the group at the Novosibirsk Institute of the National Economy. Every year here hundreds of young specialists receive their "passports to life." Many of them are working successfully at enterprises and in the organizations of the USSR Gosstab [State Committee for Material and Technical Supply] system.

The formation of our future student's professional interests commences even prior to the beginning of instruction at the VUZ. Together with the institute's Komsomol Committee, the Faculty of the Economics and Planning of Material and Technical Supply conducts extensive explanatory work at the enterprises and in the organizations of the city and the oblast, as well as in secondary schools and military units. And it does this despite the fact that during the last few years this institute has not experienced any shortage of matriculants. Thus, last year the daytime division received about 400 applications for an amount of 100 vacancies at this VUZ; the evening division received about 200 applications, although there were only 50 vacancies; the correspondence division received more than 150 applications, which was triple the amount of plan vacancies.

Nevertheless, there are certain definite problems in forming the student body, in our opinion. As was the case before, there is still a low proportionate share of first-year students enrolling at the institute from enterprises and organizations, although it is they who, to a greater degree, meet the professional requirements and are better prepared on a practical level, as well as having better prospects for their targeted instruction.

Every year the Faculty of the Economics and Planning of Material and Technical Supply accepts approximately 20 graduates of the preparatory division. The system of their training has justified itself to a large extent, inasmuch as the absolute majority of these students are young persons who have precisely determined their selection of a specialized field and who have a realistic idea of all the complexities and multi-faceted qualities of the profession of economist in the field of supply.

In the formation of a student body at the preparatory division our department cooperates closely with the Western Siberian Main Territorial Administration. The latter periodically sends us their own workers. Here, however, we encounter certain difficulties. The fact of the matter is that in the list of specialized fields for which classes have been organized at the preparatory division there are no specialized fields which are particularly needed by the supply system. In our opinion, USSR Gosplan should resolve the problem of including within this list specialized fields which are important for the general-state system of material and technical supply.

In conversations with matriculants and first-year students of the daytime division we have often been convinced that most of them have an extremely superficial concept of the profession of an economist. Naturally, their choice of a specialized field is dictated by the most diverse, often subjective, factors. It is frequently the case that the process of supply in the understanding of young persons is identified with the notorious "expediting."

At present no one is likely to have any doubts of the fact that personnel training should be begun in the secondary school. Pedagogues and psychologists are constantly reminding us of the necessity for an earlier determination of the inclinations of pupils. In order to bring this about, use is made of various "olympiads" and interviews with scholars and workers in the field; forms of specialized instruction are also sought out.

In our opinion, it is necessary to improve our work in the vocational guidance of schoolchildren, to employ all measures in order to enhance the prestige of our profession, to reveal its essence, its targeted purposes and tasks, to find ways of integrating schools and VUZ's. The forms of such cooperation can be quite diverse. They include not only delivering lectures but also conducting elective courses, organizing "schools for young economists," economic "olympiads," and field-trips to enterprises. In my opinion, this would not only allow us to enhance the role and importance of vocational guidance but also reflect in a beneficial manner on the quality of specialist training.

The top-priority task of our department is to train supply personnel for Western Siberia. Working in the field of our region's material and technical supply are many well-qualified, economically literate, and broadly educated specialists. At the same time here there is still a significant portion of workers lacking a basic special education but possessing abundant practical experience. Frequently the sub-divisions and services of the enterprises and organizations within the system of material and technical supply are staffed with persons who have an extremely remote relationship to the profession of economist. An investigation conducted by

our department during the years 1980--1981 at Novosibirsk's enterprises has shown that only 4.5 percent of the engineers and technicians in the supply services have higher or secondary-specialized educations. In certain organizations the positions of economists are occupied by engineers, pedagogues, and even persons with a medical education. Such a make-up of the economic service personnel can hardly be justified.

Up to the present time we have not had sufficiently well-grounded calculations of the region's needs for supply specialists. Carried out on a territorial-sectorial cross-section, such calculations would allow us to likewise solve another problem which is very important for the VUZ--the problem of seeking out the optimal correlation between the fundamental training and the degree of narrow specialization in the concluding phases of instruction.

In this connection an urgent task is the improvement of planning the training of specialists and their distribution within earlier time-periods. At the present time the Department of Material and Technical Supply receives the plan vacancy announcements for the distribution of specialists only a half-year before the end of the instruction period. Another serious shortcoming must be considered the fact that every year we "disperse" young specialists throughout various sectors of the national economy. Thus, last year out of 95 graduates of the daytime division, only 18 were sent into the USSR Gosnab system, while 7 were sent into the system of USSR Goskomsel'khoztekhnika. The geography of this distribution is also quite extensive. Every year we receive announcements of job vacancies for the plan distribution to cities of the European part of the USSR, although they have analogous institutes there, graduating specialists in our profile. This is hardly feasible.

Practical experience has shown that certain enterprises and organizations "requisition" specialists on the "off-chance," and often offer them work which does not correspond to the profile of their training. This lowers the effectiveness of using graduates and predetermines a lowering of the monitoring controls over the probationary periods of the young specialists. Small and medium-sized organizations to which one or two graduates are sent, as a rule, do not maintain contacts with the institute, and we have practically lost several young specialists from our field of vision. The "feedback" effect is lacking, the graduates do not have experienced mentors, and the information about their work, emergence, and creative growth is random in its nature. Thus, to a questionnaire which we sent out to 96 graduates of the year 1981 only six organizations responded.

Also deserving of attention is the following aspect of the distribution of young specialists. At many VUZ's the practice has evolved of issuing the diplomas a year after the completion of instruction. As is known, the end-result of our work is the appearance of the young specialist at his place of appointment. However, some of them scorn their duty to the society. In our view, the system of issuing the diploma a year after the completion of the institute would allow us to discipline such graduates and to increase the effectiveness of utilizing young specialists in the national economy.

Our principal base organization is the Western Siberian Main Territorial Administration of USSR Gossnab. It is here that we send every year more than 10 percent of our graduates and approximately 30--35 percent of the students into production work. I would like to note that the specialists of this administration carefully prepare to receive the students, determine the practical positions ahead of time, and attach to them experienced, well-qualified, and sensitive managers. They have created here a well-proportioned system of controls over the creative growth of our graduates, their professional and social adaptation to the group, and their obtaining of the necessary habits and skills. The administration, along with the party and Komsomol organizations of the territorial administration, have set up close contacts with the Faculty of the Economics and Planning of Material and Technical Supply. The leading workers of the territorial organ are members of the faculty council, while the instructors from our department, in turn, are members of the administration's council of young specialists. Working together, we seek out more effective forms of creative contacts and ways to continue the process of the formation of specialists outside the walls of the VUZ.

In our opinion, it is high time that the problem of the earlier specialization of students' instruction be necessarily solved. Beginning with the third-year courses, it would be fully possible to set up an academic group engaged in training students for work within the system of the USSR Gossnab. Naturally, this would require a definite re-structuring of the curricula, and it would complicate the activities of the dean's office and the department, but we are ready for this. It would be feasible to work out group-type curricula and to introduce the teaching of special courses by workers from the territorial administration at the time when production practice is being undergone.

In our opinion, the goal justifies the efforts expended. Genuine possibilities will be created for forming joint topics for the scientific-research projects of students and supply specialists, taking into account the needs of production. Earlier specialization will allow us to ensure the organic merger of the educational and the production-scientific process, to organize the targeted training of specialists without lengthening the time of instruction, and to ensure the joint participation of workers in the field and VUZ instructors in the educational-training process.

Strengthening the ties between the department and the production line is one of the decisive conditions for the program-targeted training of personnel. The development of various forms of cooperation is leading us to a situation whereby the influence of production on the formation of future specialists is constantly growing. The department is paying a great deal of attention to concluding agreements with regard to creative cooperation within the framework of which we are also trying to implement ties with enterprises and organizations. Their leading workers are giving special courses to the students; they are becoming the directors and reviewers of diploma projects.

In recent years the absolute majority of diploma projects being carried out by the students are of an applied nature; they are based on specific material and are carried out upon the requests of the production people. Our base organizations have worked out a list of problems requiring not only practical solution

but also theoretical groundwork, and it is precisely these which we include in the topics available for diploma projects.

Every year as many as 15 percent of the students defend their diploma projects directly in the territorial administration. As a rule, these defenses are attended by specialists from the appropriate services. This stimulates and motivates the students. And the results are directly evident: last year, for example, more than half of the diploma projects defended were recommended for practical introduction. The average grade of these diploma projects was also quite high--4.3, which testifies to their quality and depth of content. A great deal of credit here is deserved by the department's instructors as well as the practical specialists. In our view, the USSR Gosstnab needs to stimulate the work of the instructor-specialists, as well as to find ways to provide material and moral incentives for them. It would be feasible to summarize and propagandize the valuable experience accumulated in this field.

Life prompts us to think that the workers in the higher educational institutions must more carefully determine the problems which must be solved by our first-year student in the future. It will then become more clear what set of subjects he should study within the walls of the VUZ. Proceeding from this, we must also work out curricula. But at the present time only 15 percent of the available amount of time is accorded to special subjects within the curricula. This, of course, is not enough.

The time is ripe for the vital necessity of increasing the overall number of hours to be devoted to the professional training of the future specialist. There are reserves of time, and we hope that the new curricula being put into effect during the 1983/84 academic year will allow us to eliminate this lacuna. It would be feasible to grant the Departments of Material and Technical Supply the right to utilize time more rationally, time provided for teaching "elective" courses, having included in their list special subjects reflecting modern-day trends in the development of supply and the specific characteristics of the functioning of the region's economy.

Our department has taken definite steps in this direction. We have introduced special courses entitled "Infrastructure of Material Production," "Clerical Work and Correspondence in Material and Technical Supply Organs," "Progressive Forms and Methods of Material and Technical Supply," "Labor Protection and Safety Equipment at Enterprises Engaged in Product Deliveries," and several others. We are also planning to introduce the following special courses: "Economics of Secondary Resources," "Problems of Legal Relations in Supply and Marketing," and thereby deepen the professional specialization of our graduates.

The modern-day supply specialist must freely and independently establish his bearings in the growing flood of scientific-production information, continuously fill up his own intellectual baggage, expand his creative horizon, and have a well-defined cultural standard of thought. But even this is not all. The young specialist will only become a professional in the full sense of that word if and when he gains his bearings amid the problems of Soviet and economic law, understands the mechanism of financial interrelationships, is able to analyze the

fundamentals of social psychology, to know the standards and procedures of office work, to master the implementation of administrative methods through the administrative apparatus, and to know how to implement business ties with public organizations. It is precisely these aspects, in our view, which must be reflected in the fundamental subjects as well as the specialized courses. If this is not done, the students will develop a stereotype of the thoughtless, mechanistic enumeration of skills in the subject rather than a creative mastery of the processes of the contemporary economic mechanism.

The complexity of our profession lies in the fact that it is situated at the juncture of the processes of social production and is comprehensive in its nature. Therefore, only a comprehensive, engineering-economic training will allow us to form a specialist. At the present time the national economy needs highly skilled personnel, capable of solving extremely complex and diverse problems of material and technical supply, combining fundamental skills with an engineering approach to the solution of scientific and technical problems. As distinct from other types of economists, our field of specialization presupposes not only a knowledge of economics, planning, and production organization, but also of engineering processes, planning-estimate and engineering documentation, as well as the capacity to carry out engineering calculations. But at present the curriculum is constructed in such a manner that our graduates acquire knowledge which is primarily economic in its nature.

The increase in the demands upon the specialist is expressed primarily in the necessity to deepen his commercial and engineering training, his ability to make his own contribution to the technical progress of this sector. Therefore, the intensification of specialization with the parallel expansion of those problems which the specialist in this sector must solve is no longer insistently required by the faculties but by the engineering-economic institutes of material and technical supply. Today this is a requirement of the times. It is high time to proceed from the graduation of a broad-based type of economist to the formation of a more narrow type of specialist. Then we will be able to speak about the program-targeted training of basic personnel for this sector--economists, economist-engineers, supply organizers, financial experts, and commercial specialists.

I would like to share with you my own ideas about the general education of students. As is known, a VUZ's task is not confined merely to the formation of the profile of a specialist. The professors and the rest of the teaching staff are responsible for their students. The employees of a VUZ are not indifferent as to the views on life of this or that student or how his ideological, civic, and moral maturation is proceeding.

One of the forms for coordinating the efforts of the rector's office, the party, trade-union, and Komsomol organizations, as well as the teaching staff, with regard to the formation among the student youth of high-minded professional and ideological-political qualities is the comprehensive, prospective plan for the communist education of youth. It provides for the introduction of scientific methods for organizing the educational-training process; the achievement of the most effective interaction among teachers, departments, party, trade-union, Komsomol, and other social organizations; military-patriotic education; the

development of student self-government in solving educational-training problems; the inculcation of a feeling of pride in their profession among the students.

In carrying out this plan, the department periodically organizes meetings of students from the junior and senior levels with recent graduates, highly skilled practicing specialists, who share with them the experience of their own work, conduct frank conversations about the specifics of the profession, and aim them toward vocational guidance.

Often the recent students complain about their lack of practical experience and habits of working with people; they openly admit their own lack of competence in this important matter. We are training future commanders of production who, while they are still in the VUZ, should attain some experience in working with people and in mastering organizational habits. Our common efforts must lead to a situation whereby every student in the future can become not only a highly skilled specialist but also a fine group organizer and educator of his own subordinates.

The mutual coordination between the educational-training and production processes, the formation in the future specialists of an active outlook on life, a business-like spirit of enterprise and economic initiative are effectively facilitated by student construction detachments. We actively draw students into participating in projects which are important for the national economy, and the results speak for themselves: many graduates of our faculty pass through an organizational toughening process there; they acquire experience in life and are now successfully working in leadership positions within the supply field.

Of substantial importance in the formation of future specialists are socio-political practical experience and the Leninist examination. By participating in them, the students, so to speak, render an account to the group of the results of their own studies and social work, as well as their fulfillment of their socialist pledges. During their first and second years of course work young fellows and girls become acquainted with the habits of Komsomol work, and they visit the faculties of the social professions. This provides them not only with additional knowledge, skills, and habits, but it also assists them in recognizing the social value of public activity. We attempt to actively draw the senior students into scientific-research work within the framework of their field of specialization; we aid them in mastering the basic forms and methods of socio-political work in labor groups. All this facilitates the multi-faceted development of the future specialists.

The Department of Economics and Planning of Material and Technical Supply is continuing the search for and the introduction of new, more effective forms and methods of instructing students. For example, we extensively practice individual assignments, the analysis of specific economic situations in the following courses: "ASU /automatic control systems/ of Material and Technical Supply" and "Mathematical Methods and Models in Material and Technical Supply." However, accumulated experience has shown that their use is connected with certain difficulties. The USSR Gosplan could render us the necessary assistance, primarily in the methodological support of the educational process. We need precisely worked-out,

standardized system of business-type games, encompassing the principal aspects of the graduate's practical activities. It would be feasible to arrange the production of educational motion pictures, sets of topical slides, posters, and other visual aids.

I would also like to draw attention to such a problem as the following. On several occasions we have posed the problem of the centralized supplying of the department with normative documents, reference documentation, methodological and instructional materials which are being used and published in the sector. Analogous difficulties are also encountered in the related departments of other VUZ's. In our opinion, USSR Gosstat could provide us, in a centralized procedure, with all the informational and normative documentation which we need. This would exert a noticeable influence on increasing the effectiveness of the educational process.

The successful solution of these problems will facilitate the improvement in the quality of personnel training, the most rapid possible adaptation of recent graduates, and their professional growth.

OUTRIGHT: Izdatel'stvo "Ekonomika", "Material'no-tekhnicheskoye snabzheniye", 1953

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DEMOGRAPHY

STATISTICS ON FAMILIES . WAGES PUBLISHED

Moscow VESTNIK STATISTIKI in Russian No 5, May 83 No 6, Jun 83

[No 5, May 83 pp 73-78]

[Text]

FAMILIES IN THE USSR

1. Number of Families and Their Grouping by Size

(According to the Data from the 1979 Census)

	Urban and Rural Population	Urban Population	Rural Population
Total families.....	66,307,213	42,440,151	23,867,062
In particular those consisting of the following living together			
2 people.....	19,663,525	12,364,229	7,299,296
3 people.....	19,127,843	13,649,547	5,478,296
4 people.....	15,239,485	10,563,711	4,675,774
5 people.....	6,311,510	3,615,572	2,695,938
6 people.....	2,741,143	1,255,137	1,486,006
7 or more people.....	3,223,707	991,955	2,231,752
Average size of the family...	3.5	3.3	3.8

2. Distribution of Families by Types and Sizes
(According to the Data from the 1979 Census)

	Number of Families	In particular families consisting of the following living together					Average Size of the Family
		2 People	3 People	4 People	5 People	6 People	7 People
All families	66,307,213	19,663,525	19,127,843	15,239,485	6,311,510	2,741,143	3,223,707
of those, families:							3.5
with one married couple							
with or without children	43,826,022	13,050,645	14,618,265	11,064,364	2,625,116	1,036,761	1,430,871
with one married couple							3.3
with or without children							
with one of the parents							
of the couple.....	5,405,664	--	1,070,116	1,827,193	1,630,382	462,184	415,689
with one married couple							4.6
with or without children							
with (or without) one of							
the parents of the couple							
and with other relatives	3,385,192	--	634,050	1,067,414	848,925	413,238	421,565
with two or more married							4.8
couples with or without							
children with (or							
without) one of the							
parents of the couples							
and with (or without)							
other relatives	2,826,997	--	--	363,752	909,211	703,890	850,144
mothers (fathers) with							6.3
children	7,857,003	5,616,525	1,614,596	374,821	130,832	64,156	56,073
others	3,006,335	996,355	1,190,826	541,841	167,044	60,914	49,365
							3.1

3. Distribution of Families by Their Size and the Social Groups of the Members of the Family (According to the Data from the 1979 Census)								
	Number of Families	In particular families consisting of the following living together					Average Size of the Family	Families
		2 People	3 People	4 People	5 People	6 People	7 People	
All families	66,307,213	19,663,525	19,127,843	15,239,485	6,311,510	2,741,143	3,223,707	1000
Families where all members belong to one social group.....	44,339,092							669
Of those, families of:								
workers.....	28,131,151	9,549,800	7,837,986	6,119,497	2,381,555	1,017,904	1,206,409	424
office workers	9,558,787	3,193,142	3,416,111	2,274,423	457,194	131,343	86,574	144
kolkhoz workers	6,658,630	2,692,424	1,306,612	1,038,002	673,881	386,593	561,118	101
Families where members belong to different social groups.....	21,968,121	4,223,927	6,565,818	5,806,607	2,798,277	1,204,857	1,368,635	331

4. Distribution of Families by Their Size and Nationality of Family Members
(According to the Data from the 1979 Census)

	Number of Families	In particular families consisting of the following living together							Average Size of the Family
		2 People	3 People	4 People	5 People	6 People	7 People		
All families	66,307,213	19,663,525	19,127,843	15,239,485	6,311,510	2,741,143	3,223,707	3.5	
Families where all members belong to one nationality.....	56,430,311	17,405,425	16,021,736	12,533,390	5,223,085	2,332,736	2,913,939	3.5	
Of those, families where all members are:									
Russian	32,919,628	11,030,570	10,661,662	7,592,468	2,533,619	758,634	342,674	3.2	
Ukrainian	9,031,764	3,182,445	2,495,634	2,066,289	830,471	307,487	149,438	3.2	
Belorussian	1,892,158	650,124	530,208	453,064	170,745	58,313	29,704	3.2	
Uzbek	1,802,362	164,201	172,126	217,676	228,840	239,352	780,167	6.2	
Kazakh	1,039,812	112,590	144,817	165,522	149,745	130,924	336,214	5.5	
Georgian	759,138	157,432	148,575	197,302	130,632	74,214	50,983	4.0	
Azerbaijani	880,952	103,267	104,519	134,266	137,328	127,975	273,597	5.5	
Lithuanian	694,767	230,555	196,843	172,693	63,417	20,458	10,801	3.3	
Moldavian	626,872	194,465	161,394	138,986	69,209	32,911	29,907	3.5	
Latvian	320,525	131,625	91,174	65,614	22,837	6,349	2,296	3.0	
Kirghiz	295,236	31,031	37,252	42,379	41,063	38,107	105,404	5.7	
Tajik	391,567	32,123	34,490	42,461	47,136	49,602	185,755	6.5	
Armenian	781,737	116,231	122,616	185,726	156,939	106,960	93,265	4.5	
Turkmen	290,216	24,732	27,890	34,176	36,055	36,956	130,407	6.3	
Estonian	239,949	97,970	65,874	52,449	17,018	4,522	2,116	3.0	
Families where members belong to different nationalities.....	9,876,902	2,258,100	3,106,107	2,706,095	1,088,425	409,407	309,768	3.5	

5. Number of Families Where the Members Belong to Different Nationalities
(According to Data from Censuses)

	Urban and Rural Population	Urban Population	Rural Population
Number of families, thousands			
1959*.....	5,200	3,700	1,500
1970.....	7,919	5,964	1,955
1979.....	9,877	7,679	2,198
1979 as a percentage of 1959..	189.9	207.5	146.5
Number of families with mixed nationalities per 1000 families			
1959.....	102	151	58
1970.....	135	175	79
1979.....	149	181	92

*The evaluation is based on a selected five percent of the census materials that were worked out.

6. Number of Registered Marriages and Divorces
(thousands)

	1960	1970	1975	1981
Number of registered marriages.....	2,592	2,365	2,723	2,788
Number of registered divorces.....	270	636	783	930
per 1000 people				
Number of registered marriages.....	12.1	9.7	10.7	10.4
Number of registered divorces.....	1.3	2.6	3.1	3.5

7. Distribution of Those Entering Marriage by Age

	Number entering marriage, thousands						As a percent of the total					
	1960		1970		1981		1960		1970		1981	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Total number entering marriage	2,592	2,592	2,365	2,365	2,788	2,788	100	100	100	100	100	100
In particular of the age:												
Less than 20 years.....	114	404	127	604	135	746	5	16	5	26	5	27
20-24.....	1,195	1,226	1,233	1,094	1,592	1,275	46	47	52	46	57	46
25-29.....	599	358	423	205	534	345	23	14	18	9	19	12
30-34.....	243	208	250	171	193	150	10	8	11	7	7	5
35-39.....	87	109	88	74	69	53	3	4	4	3	2	2
40-49.....	108	112	102	105	129	106	4	4	4	4	5	4
50-59.....	111	103	62	72	73	71	4	4	3	3	3	3
60 years and older.....	135	72	80	40	63	42	5	3	3	2	2	1

8. Distribution of Births by the Age of the Mother

	Number of Births per 1000 Women Of the Corresponding Age Group			
	1969-1970	1974-1975	1980-1981	1980-1981 as a % of 1969-1970
Total births among mothers of the age:				
15-49 ¹	65.7	68.1	71.6	109
In particular of the age:				
Younger than 20 years ² ...	30.4	35.0	41.0	135
20-24.....	163.9	175.3	177.8	108
25-29.....	128.7	132.5	124.5	97
30-34.....	88.1	78.4	66.9	76
35-39.....	48.5	42.7	29.6	61
40-44.....	15.3	14.5	9.3	61
45-49.....	2.9	1.8	1.4	48

1. Including births among mothers who are older.

2. The number of women age 15 to 19 were conditionally taken when determining the relative indicators for this age group.

9. Growth of Real Income for the Population of the USSR (1960=1)

	1960	1970	1980	1981
Real income per capita.....	1	1.6	2.3	2.4
Real income for laborers and office workers per worker.....	1	1.4	1.8	1.9
Real income for kolkhoz workers per worker.....	1	2.0	2.9	3.0

**10. Payments and Privileges Received by the
Population From Public Consumption Funds**

	1960	1970	1980	1981
Total payments and privileges in billions of rubles.....	27.3	63.9	117.0	122.2
Of those:				
Instruction (free education, cultural and informational work).....	7.9	18.7	31.6	32.5
In particular stipends.....	0.6	1.3	2.5	2.5
Health care and physical fitness (free medical assistance, sanitarium and health resort services, physical training and others).....	5.0	10.0	17.2	17.8
Social security and social insurance....	9.9	22.8	45.6	48.3
In particular:				
Pensions.....	7.1	16.2	33.3	35.4
Grants.....	2.6	6.1	11.0	11.3
State expenditures for maintaining the housing fund (the portion not covered by the low apartment fee).....	1.3	3.4	6.9	7.4
Payments and privileges per capita, rubles.....	127	263	441	457

Free education and training to improve skills, free medical assistance, grants, pensions, stipends for students, payment for annual leave, free and special price trips to sanitariums and rest homes, maintaining children in preschool institutions and a number of other payments and privileges are provided to the population from public consumption funds. Monetary payments amounted to 50 percent of the total sum of payments and privileges.

State expenditures for one student as calculated for a year amount to: about 200 rubles in general education schools, more than 700 rubles in secondary specialized secondary education institutions and about 1,100 rubles in higher education institutions. More than 580 rubles are spent in a year to maintain one child in nurseries and about 500 rubles in kindergartens; along with this 80 percent of these expenditures are paid by the state. The state allocates more than 10 rubles to maintain one patient for a day.

Over two years of the current five-year plan the following measures were implemented: the minimum amounts of pensions for old age, disability and in the event of the loss of a breadwinner were increased, old age pensions were granted for women who do not have a full length of service but who have given birth to five or more children and have raised them to the age of eighteen and also for mothers of invalids from birth who have reached the age of eight or more years. Partially paid leaves for the care of a child until he reaches the age of one year with a one-time extended unpaid leave until the age of one and a half and one-time state grants on the occasion of the birth of a child were introduced for working women in eastern and northern regions of the country, and in all regions of the RSFSR, Ukraine, Belorussia, Moldavia and Pribaltic republics. State grants for single mothers were increased everywhere and an additional 3-day paid leave for working mothers having two or more children 12 years old or less was adopted.

The norms for food expenditures in children's homes, boarding schools and other boarding institutions were increased.

Providing students in general education schools with free textbooks was continued. Since 1 Sep 1982 students in grades 8 to 9 also received them along with students in grades 1 to 7. A number of other measures were taken.

Since 1 Jan 1983 the amount of the increment to old age pensions increased from 10 to 20 percent for continuous work service to laborers and office workers who have worked at one enterprise, institution or organization no less than 25 years or 20 years for women having children.

11. Average Wages for Laborers and Office Workers in the National Economy
(rubles)

	Average Wages With the Addition of Payments and Privileges from Public Consumption Funds	Average Monthly Monetary Wages
1960	107.7	80.6
1970	164.5	122.0
1980	232.7	168.9
1981	238.8	172.5
1982*	246	177.3

The average monthly wages with the addition of payments and privileges per family in 1982 amounted to 443 rubles

*Data here and below for 1982 is preliminary.

12. Expenses From the State Social Insurance Budget
(millions of rubles)

	1960	1970	1980	1981
Total expenditures.....	7,165	17,107	35,296	37,417
Pensions.....	4,946	11,653	24,855	26,608
Grants.....	1,847	4,609	8,847	9,141
In particular:				
For a temporary inability to work.....	1,329	3,734	6,525	6,747
For pregnancy and birth, and articles for the care and feeding of a child..	509	866	1,530	1,625
To children in families that are poorly provided for.....	--	--	783	760
Sanitarium and health resort services for laborers and office workers and for health foods.....	256	551	1,116	1,188
Services for children (children's institutions, pioneer camps, and in-school services for children.....	89	191	324	324
Other expenditures.....	27	103	154	156

13. Number of Apartments Built and Their Total (Usable) Area			
	Total Apartments Built, thousands	Total (Usable) Area in all apartments, millions of sq. meters	Average Size of Apartments Built by State and Cooperative Enterprises and Organizations, Kolkhozes and by the Population, sq. meters
1960	2,591	109.6	42.3
1970	2,266	106.0	46.8
1980	2,004	105.0	52.3
1981	1,997	106.4	53.3
1982	2,004	106.9	53.4

In 1982 about 10 million people improved their living conditions. Now, about 80 percent of the population lives in individual apartments. The average floorspace provided per urban dweller amounted to 13.5 square meters in 1982.

COMPOSITION OF FAMILIES 1

Distribution of Families by Their Size and Nationality of Family Members by Union Republics		Families Consisting of the Following Living Together					Average Size of Family
Number of Families	2	3	4	5	6	7 or more	
People	People	People	People	People	People	People	
RSFSR 2							
Urban and rural population							
All Families.....	36,724,589	11,608,393	11,589,242	8,587,825	3,148,855	1,092,483	3.3
Families where all members belong to one nationality.....	32,310,115	10,568,628	10,157,868	7,377,765	2,676,213	928,280	3.2
Of the above, families where all members are:							
Russians.....	28,596,150	9,576,250	9,279,002	6,574,236	2,210,836	659,261	3.2
Ukrainians.....	328,428	139,115	98,689	67,584	16,500	4,577	3.0
Belorussians.....	71,526	28,540	21,924	15,606	3,882	1,042	3.0
Balkars.....	10,788	1,948	1,682	1,934	1,782	1,515	3.6
Bashkirs.....	218,638	52,678	49,288	47,123	31,643	19,649	3.9
Buryats.....	68,705	14,360	15,157	14,811	10,213	6,119	4.2
Peoples of Dagestan							
Avars.....	80,818	17,285	13,300	13,117	11,638	9,851	4.6
Dargins.....	46,763	9,415	7,479	7,356	6,613	5,529	4.7
Kumyks.....	37,458	6,197	6,012	6,588	5,979	4,866	4.8
Lezgins.....	32,163	4,449	4,469	5,195	5,089	4,550	5.1
Ingushes.....	25,173	3,293	3,094	3,193	3,128	3,004	5.8
Kabardins.....	58,747	8,888	10,007	12,017	10,851	8,190	4.6
Kalmuks.....	26,626	5,092	5,798	5,742	4,230	2,654	4.2

1. Continuation of the publication of the census results in VESTNIK STATISTIKI Magazine (For the beginning see No. 2, 6-12, for 1980; No. 1, 2, 4, 11, 12 for 1981; No. 1, 7, 9, 10 for 1982 and No. 2, 4 for 1983); data on the distribution of families by their size and nationality of members is in VESTNIK STATISTIKI No. 12.

2. Data on families of Balkhars, Lezgins, Kabardini, Tuvins, Dolgans, and Mansi are given for the territory of the corresponding autonomous republic or okrug; data on families of Avars, Dargins, Kumyks, Yakuts, Adygeys, Altays, Karachayeys, Khakasi, Cherkessi, Komi-Permyaks, Koryaks, Nentsi, Khanti, Chukchi, and Evenki are given by territory of the appropriate autonomous or other territories where primarily people of the given nationality live.

	Number of Families	Families Consisting of the Following Living Together						Average Size of Family
		2 People	3 People	4 People	5 People	6 People	7 or More People	
Karels.....	17,341	8,381	4,390	2,844	1,114	386	226	2.9
Komis.....	53,432	16,933	13,645	11,456	5,927	2,747	2,724	3.5
Mariys.....	114,862	26,609	26,406	26,192	16,817	9,813	9,025	3.9
Moravians.....	174,336	58,429	40,879	35,051	20,758	10,805	8,414	3.5
Osetins.....	67,810	14,036	13,504	15,772	12,239	6,907	5,352	4.1
Tatars.....	982,194	243,576	257,053	246,667	129,439	62,426	43,033	3.7
Tuvins.....	30,240	3,831	5,238	5,817	5,149	3,915	6,290	4.8
Udmurts.....	123,138	31,608	28,964	28,077	17,428	9,335	7,726	3.8
Chechens.....	124,806	18,964	18,982	19,592	17,186	15,319	34,763	5.2
Chuvashis.....	315,354	82,379	72,010	71,592	42,975	24,130	22,268	3.8
Yakuts.....	58,571	11,549	11,775	11,613	9,160	6,255	8,219	4.3
Adygeys.....	20,973	4,197	4,370	4,674	3,507	2,197	2,028	4.1
Altays.....	10,240	2,556	2,266	2,018	1,355	857	1,188	4.0
Jews.....	127,281	56,544	39,327	22,239	6,904	1,615	652	2.9
Karachayevs.....	22,906	4,396	3,924	4,093	3,727	3,000	3,766	4.5
Khakasi.....	11,900	3,051	2,904	2,521	1,658	896	870	3.8
Cherkesi.....	5,747	986	1,138	1,264	1,025	719	615	4.3
Dolgans.....	847	170	187	187	134	74	95	4.2
Komi-Permyaks.....	23,801	7,273	5,408	4,703	2,959	1,711	1,747	3.7
Koryaks.....	1,038	282	207	172	123	103	151	4.2
Mansi.....	729	175	170	125	75	69	115	4.2
Nentsi.....	4,503	819	739	773	640	528	1,004	4.8
Khanti.....	2,612	583	509	449	353	278	440	4.4
Chukchi.....	2,254	567	494	444	295	178	276	4.0
Evenki.....	3,099	786	653	559	408	279	414	4.1
Families where members belong to different nationalities.....	4,414,474	1,039,765	1,431,374	1,210,060	471,942	164,203	97,130	3.5

	Number of Families	Families Consisting of the Following Living Together					Average Size of Family
		2 People	3 People	4 People	5 People	6 People	7 or More People
Urban population							
All Families.....	25,559,771	7,788,167	8,654,553	6,273,539	2,004,138	573,059	266,315
Families where all members belong to one nationality.....	22,182,467	6,995,502	7,515,077	5,331,036	1,664,656	465,446	210,750
Of the above, families where all members are:							
Russians.....	20,562,303	6,515,297	7,053,919	4,925,544	1,503,117	403,597	160,829
Ukrainians.....	213,124	87,336	69,153	46,667	8,095	1,411	462
Belorussians.....	49,374	19,303	16,178	11,205	2,156	393	139
Balkars.....	5,318	929	936	1,119	948	671	715
Bashkirs.....	51,639	13,307	15,573	14,476	5,528	1,822	933
Buryats.....	21,946	4,982	5,760	5,702	3,181	1,364	957
Peoples of Dagestan							
Avars.....	17,752	3,174	3,174	3,571	3,080	2,205	2,548
Dargins.....	10,318	1,866	1,790	2,011	1,734	1,256	1,661
Kumyks.....	15,151	2,571	2,713	3,042	2,520	1,821	2,484
Lezgins.....	8,422	1,296	1,455	1,790	1,559	1,053	1,269
Ingushes.....	9,087	1,271	1,269	1,332	1,275	1,135	2,805
Tabardins.....	20,967	3,624	4,528	5,441	3,757	2,047	1,570
Karabalkas.....	11,127	2,269	2,675	2,627	1,755	969	832

	Number of Families	Families Consisting of the Following Living Together					Average Size of Family
		2 People	3 People	4 People	5 People	6 People	7 or More People
Karels.....	6,395	2,925	1,771	1,159	367	111	62
Komis.....	18,529	6,341	5,381	4,321	1,703	480	303
Mariys.....	26,174	6,371	7,877	7,813	2,829	858	426
Moravians.....	48,538	18,207	13,861	11,139	3,773	1,099	459
Osetians.....	40,447	8,781	8,815	10,352	7,007	3,288	2,204
Tatars.....	543,677	139,191	163,754	155,084	59,374	17,992	8,282
Tuvins.....	5,845	780	1,136	1,451	1,112	680	686
Udmurts.....	40,691	11,509	11,563	10,956	4,550	1,434	679
Chechens.....	27,056	3,857	4,498	4,952	4,086	3,451	6,212
Chuvashis.....	94,214	24,126	27,289	29,342	9,717	2,578	1,162
Yakuts.....	11,644	2,561	2,694	2,812	1,853	997	727
Adygeys.....	6,163	1,367	1,571	1,638	879	369	339
Altays.....	815	263	234	179	71	31	37
Jews.....	125,887	55,887	38,944	22,019	6,830	1,587	620
Karachayeys.....	5,037	1,034	1,014	1,094	892	529	474
Khakasi.....	3,058	855	942	762	322	119	58
Cherkesi.....	997	220	283	311	121	49	13
Dolgans.....	21	7	3	7	2	--	2
Komi-Permyaks.....	4,642	1,523	1,289	1,063	508	153	106
Koryaks.....	127	50	24	21	18	2	12
Mansi.....	139	56	35	23	12	7	6
Nentsi.....	285	93	67	60	27	22	16
Nhanti.....	227	82	57	36	25	13	14
Chukchi.....	104	49	25	16	9	4	1
Evenki.....	259	91	67	47	29	14	11
Families where members belong to different nationalities.....	3,377,304	792,665	1,139,476	942,503	339,482	107,613	55,565
							3.4

	Number of Families	Families Consisting of the Following Living Together					Average Size of Family
		2 People	3 People	4 People	5 People	6 People	7 or More People
Rural population							
All Families.....	11,164,818	3,820,226	2,934,689	2,314,286	1,144,717	519,424	431,476
Families where all members belong to one nationality.....	10,127,648	3,573,126	2,642,791	2,046,729	1,012,257	462,834	389,911
Of the above, families where all members are:							
Russians.....	8,033,847	3,060,953	2,225,083	1,648,692	707,719	255,664	135,736
Ukrainians.....	115,304	51,779	29,536	20,917	8,405	3,166	1,501
Belorussians.....	22,152	9,237	5,746	4,401	1,726	649	393
Balkars.....	5,470	1,019	746	815	834	844	1,212
Bashkirs.....	166,999	39,371	33,715	32,647	26,115	17,827	17,324
Buryats.....	46,759	9,378	9,397	9,109	7,032	4,755	7,088
Peoples of Dagestan							
Avars.....	63,066	14,111	10,126	9,546	8,558	7,646	13,079
Dargins.....	36,445	7,549	5,589	5,345	4,879	4,273	8,710
Kumyks.....	22,307	3,626	3,299	3,546	3,459	3,045	5,332
Lezgins.....	23,741	3,153	3,014	3,405	3,530	3,497	7,142
Ingushes.....	16,086	2,022	1,825	1,861	1,853	1,869	6,656
Kabardins.....	37,780	5,264	5,479	6,576	7,094	6,143	7,224
Kalmuks.....	15,499	2,823	3,123	3,115	2,475	1,685	2,278

	Number of Families	Families Consisting of the Following Living Together					Average Size of Family
		2 People	3 People	4 People	5 People	6 People	7 or More People
Karels.....	10,946	5,456	2,619	1,685	747	275	164
Komis.....	34,903	10,592	8,264	7,135	4,224	2,267	2,421
Mariys.....	88,688	20,238	18,529	18,379	13,988	8,955	8,599
Moravians.....	125,798	40,222	27,018	23,912	16,985	9,706	7,955
Osetins.....	27,363	5,255	4,689	5,420	5,232	3,619	3,148
Tatars.....	438,517	104,385	93,299	91,583	70,065	44,434	34,751
Tuvins.....	24,395	3,051	4,102	4,366	4,037	3,235	5,604
Udmurts.....	82,447	20,099	17,401	17,121	12,878	7,901	7,047
Chechens.....	97,750	15,107	14,484	14,640	13,100	11,868	28,551
Chuvashis.....	221,140	58,253	44,721	42,250	33,258	21,552	21,106
Yakuts.....	46,927	8,988	9,081	8,801	7,307	5,258	7,492
Adygeys.....	14,810	2,830	2,799	3,036	2,628	1,828	1,689
Altays.....	9,425	2,293	2,032	1,839	1,284	826	1,151
Jews.....	1,394	657	383	220	74	28	32
Karachayevs.....	17,869	3,362	2,910	2,999	2,835	2,471	3,292
Khakasi.....	8,842	2,196	1,962	1,759	1,336	777	812
Cherkesi.....	4,750	766	855	953	904	670	602
Dolgans.....	826	163	184	180	132	74	93
Komi-Permyaks.....	19,159	5,750	4,119	3,640	2,451	1,558	1,641
Koryaks.....	911	232	183	151	105	101	139
Mansi.....	590	119	135	102	63	62	109
Nentsi.....	4,218	726	672	713	613	506	988
Khanci.....	2,385	501	452	413	328	265	426
Chukchi.....	2,150	518	469	428	286	174	275
Evenki.....	2,840	695	586	512	379	265	403
Families where members belong to different nationalities.....	1,037,170	247,100	291,898	267,557	132,460	56,590	41,565
							3.6

	Number of Families	Families Consisting of the Following Living Together					Average Size of Family
		2 People	3 People	4 People	5 People	6 People	7 or More People
UKRAINIAN SSR							
Urban and rural population							
All Families.....	13,431,865	4,436,171	3,939,194	3,174,662	1,231,076	439,349	211,413
Families where all members belong to one nationality.....	10,489,594	3,714,983	2,976,595	2,371,857	926,626	336,905	162,628
Of the above, families where all members are:							
Ukrainians.....	8,437,456	2,943,150	2,320,048	1,938,681	794,740	296,726	144,111
Russians.....	1,652,616	619,727	549,762	352,503	96,381	25,112	9,131
Chukchi.....	146,290	64,714	44,352	26,319	8,586	1,920	399
Belorussians.....	27,298	11,361	7,869	5,595	1,429	482	562
Moldavians.....	49,251	17,441	12,020	10,242	5,375	2,516	1,657
Families where members belong to different nationalities.....	2,942,271	721,188	962,599	802,805	304,450	102,444	48,785
Urban population							
All Families.....	8,213,954	2,541,953	2,689,311	2,094,856	630,655	180,471	76,708
Families where all members belong to one nationality.....	5,758,263	1,947,955	1,856,344	1,414,984	392,223	105,144	41,613
Of the above, families where all members are:							
Ukrainians.....	4,092,135	1,317,642	1,298,682	1,062,467	299,212	81,770	32,362
Russians.....	1,424,892	529,207	486,909	305,535	77,699	18,927	6,615
Chukchi.....	145,289	64,048	44,149	26,229	8,558	1,908	397
Belorussians.....	19,275	8,085	6,032	4,219	756	142	41
Moldavians.....	6,289	2,528	1,727	1,220	420	166	228
Families where members belong to different nationalities.....	2,455,691	593,998	832,967	675,872	238,432	75,327	35,095
							3.4

	Number of Families	Families Consisting of the Following Living Together					Average Size of Family
		2 People	3 People	4 People	5 People	6 People	7 or More People
Rural population							
All Families.....	5,217,911	1,894,218	1,249,883	1,079,806	600,421	258,878	134,705
Families where all members belong to one nationality.....	4,731,331	1,767,028	1,120,251	956,873	534,403	231,761	121,015
Of the above, families where all members are:							
Ukrainians.....	4,345,321	1,625,508	1,021,366	876,214	495,528	214,956	111,749
Russians.....	227,724	90,520	62,853	46,968	18,682	6,185	2,516
Chukchi.....	1,001	666	203	90	28	12	2
Belorussians.....	8,023	3,276	1,837	1,376	673	340	521
Moldavians.....	42,962	14,913	10,293	9,022	4,955	2,350	1,429
Families where members belong to different nationalities.....	486,580	127,190	129,632	122,933	66,018	27,117	13,690
BELORUSSIAN SSR							
Urban and rural population							
All Families.....	2,527,274	806,018	737,228	633,888	232,801	78,083	39,256
Families where all members belong to one nationality.....	2,018,258	693,947	571,709	481,014	179,872	61,146	30,570
Of the above, families where all members are:							
Belorussians.....	1,750,819	595,824	487,702	421,680	162,010	55,692	27,911
Russians.....	136,894	49,537	49,061	30,170	6,252	1,367	507
Poles.....	76,648	28,551	18,110	16,839	8,369	3,234	1,545
Ukrainians.....	17,396	6,289	5,752	4,243	856	170	86
Jews.....	32,199	12,334	10,046	7,198	2,027	468	126
Families where members belong to different nationalities.....	509,016	112,071	165,519	152,874	52,929	16,937	8,686
							3.5

Number of Families	Families Consisting of the Following Living Together						Average Size of Family
	2 People	3 People	4 People	5 People	6 People	7 or More People	
Urban population							
All Families.....	1,361,949	454,176	402,818	108,634	26,464	11,341	3.3
Families where all members belong to one nationality.....	960,547	317,433	277,800	70,314	15,684	6,204	3.2
Of the above, families where all members are:							
Belorussians.....	772,590	252,461	233,801	60,441	13,598	5,346	3.3
Russians.....	120,566	44,151	26,831	5,216	987	291	3.0
Poles.....	18,481	5,173	5,761	1,787	388	135	3.3
Ukrainians.....	13,863	4,887	3,548	576	81	28	3.0
Jews.....	32,008	9,999	7,162	2,024	468	126	3.0
Families where members belong to different nationalities.....	401,402	136,743	125,018	38,320	10,780	5,137	3.4
Rural population							
All Families.....	1,165,325	283,052	231,070	124,167	51,619	27,915	3.3
Families where all members belong to one nationality.....	1,057,711	254,276	203,214	109,558	45,462	24,366	3.2
Of the above, families where all members are:							
Belorussians.....	978,229	235,241	187,879	101,569	42,094	22,565	3.2
Russians.....	16,328	4,910	3,339	1,036	380	216	3.1
Poles.....	58,167	12,937	11,078	6,582	2,846	1,410	3.3
Ukrainians.....	3,533	865	695	280	89	58	3.1
Jews.....	191	47	36	3	--	--	2.7
Families where members belong to different nationalities.....	107,614	28,776	27,856	14,609	6,157	3,549	3.6

	Number of Families	Families Consisting of the Following Living Together					Average Size of Family
		2 People	3 People	4 People	5 People	6 People	7 or More People
UZBEN SSR							
Urban and rural population							
All Families.....	2,647,493	355,570	379,281	432,117	333,101	295,490	851,934
Families where all members belong to one nationality.....	2,369,016	315,868	321,576	365,772	293,912	269,695	802,193
Of the above, families where all members are:							
Uzbeks.....	1,556,522	142,821	148,769	188,185	197,749	207,023	671,975
Karakalpaks.....	39,372	2,830	3,772	4,669	5,034	5,286	17,781
Russians.....	358,778	107,013	103,411	95,720	34,008	12,582	6,044
Tatars.....	92,319	20,602	21,042	23,555	13,948	7,467	5,705
Kazakhs.....	81,713	5,719	7,586	9,947	10,408	11,094	36,959
Tajiks.....	79,547	7,813	7,750	9,541	10,088	10,499	33,856
Families where members belong to different nationalities.....	278,477	39,702	57,705	66,345	39,189	25,795	49,741
Urban population							
All Families.....	1,224,342	221,658	240,140	263,596	157,062	114,372	227,514
Families where all members belong to one nationality.....	1,012,200	188,388	190,767	207,228	127,005	96,861	201,951
Of the above, families where all members are:							
Uzbeks.....	424,213	42,234	45,656	60,768	59,576	61,038	154,941
Karakalpaks.....	15,134	1,147	1,523	1,909	2,029	2,040	6,486
Russians.....	338,555	100,615	98,158	91,177	31,665	11,564	5,376
Tatars.....	78,453	17,684	18,219	20,688	11,701	6,036	4,125
Kazakhs.....	26,695	2,157	2,789	3,737	3,671	3,712	10,629
Tajiks.....	27,282	2,599	2,704	3,515	3,643	3,846	10,975
Families where members belong to different nationalities.....	212,142	33,270	49,373	56,368	30,057	17,511	25,563
							4.3

	Number of Families	Families Consisting of the Following Living Together					Average Size of Family
		2 People	3 People	4 People	5 People	6 People	7 or More People
Rural population							
All Families.....	1,423,151	133,912	139,141	168,521	176,039	181,118	624,420
Families where all members belong to one nationality.....	1,356,816	127,480	130,809	158,544	166,907	172,834	600,242
Of the above, families where all members are:							
Uzbeks.....	1,132,309	100,587	103,113	127,417	138,173	145,985	517,034
Karakalpaks.....	24,238	1,683	2,249	2,760	3,005	3,246	11,295
Russians.....	20,223	6,398	5,253	4,543	2,343	1,018	668
Tatars.....	13,866	2,918	2,823	2,867	2,247	1,431	1,580
Kazakhs.....	55,018	3,562	4,797	6,210	6,737	7,382	26,330
Tajiks.....	52,265	5,214	5,046	6,026	6,445	6,653	22,881
Families where members belong to different nationalities.....	66,335	6,432	8,332	9,977	9,132	8,284	24,178
							5.9

1. DISTRIBUTION OF THE NUMBER OF INDUSTRIAL AND CONSTRUCTION WORKERS
BY GRADE CATEGORIES AND WAGE FORMS AND SYSTEMS

1. Distribution of the Number of Industrial Workers Graded By the Six Category Grade Scale, by Categories on 1 Aug 1982								
	Total Workers	In Particular by Grade Category						Average Grade Category
		1	2	3	4	5	6	
Industry--Total.....	100	4.9	18.3	28.0	23.4	18.1	7.3	3.53
Electricity and power.....	100	2.7	6.3	16.7	27.0	30.9	16.4	4.26
Petroleum extracting.....	100	1.3	12.6	26.8	33.0	22.8	3.5	3.74
Petroleum refining industry...	100	1.9	5.0	20.1	33.7	28.7	10.6	4.14
Gas industry.....	100	1.7	8.1	18.9	30.2	28.6	12.5	4.14
Coal mines.....	100	3.7	11.4	22.7	20.9	37.3	4.0	3.89
Coal pits.....	100	6.4	8.2	11.1	19.3	28.3	26.7	4.35
Coal enrichment and coal briquette production.....	100	1.7	28.8	21.7	18.9	23.4	5.5	3.50
Shale mines.....	100	1.3	18.5	24.5	19.6	32.9	3.2	3.74
Shale pits.....	100	6.0	7.3	11.1	20.4	30.1	25.1	4.37
Shale processing enterprises..	100	5.3	5.8	24.6	33.5	24.1	6.7	3.85
Peat industry.....	100	8.2	17.8	18.1	20.4	24.4	11.1	3.68
Ferrous metallurgy.....	100	2.7	13.5	24.4	26.9	23.8	8.7	3.82

	Total Workers	In Particular by Grade Category						Average Grade Category
		1	2	3	4	5	6	
Extraction and enrichment of ore for ferrous metallurgy...	100	3.1	12.3	17.7	28.3	26.9	11.7	3.99
Chemical and petrochemical industry.....	100	3.3	11.3	24.3	29.5	21.7	9.9	3.85
In particular:								
Chemical industry.....	100	3.2	10.6	23.5	30.4	22.2	10.1	3.88
Of the above:								
Basic chemistry.....	100	2.2	8.1	23.4	30.4	24.8	11.1	4.00
Chemical fibers and threads industry.....	100	2.3	8.8	23.8	36.2	18.7	10.2	3.90
Plastic products, glass fiber materials, plastic glass and products from it industry..	100	7.1	18.3	23.4	25.0	15.7	10.5	3.55
Petrochemical industry.....	100	2.4	12.3	26.3	27.1	21.8	10.1	3.84
Of the above:								
Rubber and asbestos industry	100	2.7	15.3	31.0	27.3	17.5	6.2	3.60
Pharmaceutical chemical industry.....	100	8.3	15.8	25.3	28.3	16.1	6.2	3.47
Machine building and metalworking.....	100	5.5	21.3	27.5	22.1	16.4	7.2	3.44

	Total Workers	In Particular by Grade Category						Average Grade Category
		1	2	3	4	5	6	
In particular:								
Machine building.....	100	5.2	21.5	27.8	22.1	16.3	7.1	3.44
Of the above:								
Heavy, power, and transport machine building.....	100	3.1	17.8	27.0	25.1	19.5	7.5	3.63
Electrical engineering.....	100	10.0	26.4	25.2	18.4	13.7	6.3	3.18
Chemical and petroleum machine building.....	100	4.0	22.3	27.3	22.6	17.0	6.8	3.47
Machine tool building and the tool industry.....	100	3.1	20.0	25.5	23.5	18.5	9.4	3.63
Instrument building.....	100	6.9	21.7	27.1	20.5	14.9	8.9	3.41
Motor vehicle industry.....	100	3.1	17.8	29.4	24.4	17.8	7.5	3.59
Tractor and agricultural machine building.....	100	3.9	23.5	28.5	20.9	16.5	6.7	3.42
Construction, road and municipal machine building.	100	5.0	22.4	28.0	22.9	15.9	5.8	3.40
Machine building for the food and light industry and everyday appliances.....	100	7.1	25.3	25.9	19.0	15.0	7.7	3.32
Metal components and parts industry.....	100	13.0	26.6	22.9	17.1	13.6	6.8	3.12

	Total Workers	In Particular by Grade Category						Average Grade Category
		1	2	3	4	5	6	
Machinery and equipment repair.....	100	5.5	17.0	25.7	24.8	18.5	8.5	3.59
Timber industry.....	100	4.1	10.1	33.7	24.6	12.8	14.7	3.76
Woodworking industry.....	100	3.9	15.3	31.0	28.0	15.4	6.4	3.55
Cellulose and paper industry..	100	6.0	22.2	27.6	22.1	15.5	6.6	3.39
Building materials industry...	100	2.2	14.2	28.2	26.3	21.1	8.0	3.74
In particular:								
Cement industry.....	100	1.4	11.9	23.3	28.9	23.3	11.2	3.94
Prefabricated reinforced concrete and concrete compo- nents and products industry.	100	1.9	14.2	29.8	26.6	19.2	8.3	3.72
Wall materials industry.....	100	2.3	14.5	28.4	26.5	23.5	4.8	3.69
Glass, china and earthenware industry.....	100	3.4	16.8	35.5	22.9	16.0	5.4	3.48
Light industry (not including textile).....	100	8.8	25.3	31.6	18.4	10.5	5.4	3.13
In particular:								
Sewing industry.....	100	8.6	27.8	35.3	17.6	7.8	2.9	2.95
Leather industry.....	100	6.3	16.5	30.7	23.7	15.2	7.6	3.48
Fur industry.....	100	1.8	13.2	26.4	29.7	21.1	7.8	3.79

	Total Workers	In Particular by Grade Category						Average Grade Category
		1	2	3	4	5	6	
Shoe industry.....	100	11.8	24.2	22.5	16.9	14.0	10.6	3.29
Textile industry.....	100	4.0	15.5	32.0	22.2	20.0	6.3	3.58
In particular:								
Cotton industry.....	100	3.3	16.0	30.1	16.3	26.3	8.0	3.70
Linen industry.....	100	3.2	18.4	30.8	19.0	23.4	5.2	3.57
Woolen industry.....	100	3.0	16.6	28.0	23.0	22.5	6.9	3.66
Silk industry.....	100	3.0	12.3	23.3	27.0	27.2	7.2	3.85
Textile novelty items.....	100	12.6	20.9	33.3	20.0	9.3	3.9	3.04
Knitted fabric industry.....	100	4.5	12.5	40.7	28.1	9.4	4.8	3.40
Food industry.....	100	6.3	21.2	31.2	22.7	14.7	3.9	3.30
In particular:								
Sugar industry.....	100	9.8	25.8	28.3	22.1	11.4	2.6	3.08
Bakery industry.....	100	4.6	20.1	29.5	29.5	14.2	2.1	3.35
Confectionary industry.....	100	14.2	26.7	29.6	15.3	11.2	3.0	2.92
Butter and fat industry.....	100	3.8	14.3	27.1	24.0	22.4	8.4	3.72
Fruit and vegetable industry.	100	12.0	40.8	20.3	14.5	9.0	3.4	2.78
Tobacco industry.....	100	3.2	24.3	36.0	9.5	15.8	11.2	3.44

	Total Workers	In Particular by Grade Category						Average Grade Category
		1	2	3	4	5	6	
Meat industry.....	100	1.3	10.0	34.9	26.5	21.0	6.3	3.75
Butter, cheese and milk industry.....	100	2.4	20.5	35.4	23.4	13.9	4.4	3.39
Fish industry.....	100	14.6	25.0	32.5	16.7	8.8	2.4	2.87
Printing industry.....	100	7.3	19.3	22.4	20.3	18.8	11.9	3.60

At the present time workers in ferrous metallurgy, enterprises that extract and enrich ore for ferrous metallurgy, machine building, and metalworking are graded by an eight grade category system. The number of workers graded by the eight grade category system are distributed by grades in the following manner (in percentages):

	Total Workers	In Particular by Grade Category								Average Grade Category
		1	2	3	4	5	6	7	8	
Industry--Total.....	100	1.6	8.4	22.9	25.3	27.5	12.9	1.3	0.1	4.13
Ferrous metallurgy.....	100	1.5	8.1	22.6	25.1	27.9	13.3	1.4	0.1	4.16
Extraction and enrichment of ore for ferrous metallurgy..	100	1.1	8.6	19.3	28.1	34.0	8.8	0.1	0.0	4.12
Machine building and metalworking.....	100	2.3	13.9	28.0	26.9	19.6	8.0	1.2	0.1	3.77

2. Distribution of the Number of Industrial Workers by Wage Forms and Systems for 1972 and 1982
(in percentages)

	Total Workers	In Particular Paid By:					
		Piece Work			Time Worked		
		Of the above, by the systems			Of the above, by the systems		
		Total	Direct	Bonus	Pro- gressive	Total	Simple Bonus
Industry--Total							
1972.....	100	56.8	13.7	42.8	0.3	43.2*	1.7 41.5
1982.....	100	54.1	3.1	50.8	0.2	45.9*	1.0 43.8
Electricity and power							
1972.....	100	2.1	1.0	1.1	--	97.9	2.3 95.6
1982.....	100	2.6	0.5	2.1	--	97.4	0.6 96.8
Petroleum extracting							
1972.....	100	12.	3.4	9.0	--	87.6	0.5 87.1
1982.....	100	23.5	1.7	21.8	--	76.5	0.1 76.4
Petroleum refining industry							
1972.....	100	14.0	5.9	8.1	--	86.0	0.2 85.8
1982.....	100	13.4	1.8	11.6	--	86.6	0.0 86.6
Gas industry							
1972.....	100	5.2	3.5	1.7	--	94.8	0.1 94.7
1982.....	100	5.6	0.1	5.5	--	94.4	0.0 94.4
Coal mines							
1972.....	100	48.2	0.2	48.0	--	51.8	0.1 51.7
1982.....	100	45.1	0.2	44.9	--	54.9	0.2 54.7
Coal pits							
1972.....	100	44.5	2.0	42.5	--	55.5	0.2 55.3
1982.....	100	38.2	0.1	38.1	--	61.8	0.3 61.5

*Including 1.1 percent paid for VAZ [Volga motor vehicle plant] experience

	Total Workers	In Particular Paid By:					
		Piece Work			Time Worked		
		Of the above, by the systems			Of the above, by the systems		
		Total	Direct	Bonus	Pro- gressive	Total	Simple Bonus
Coal enrichment and coal briquette production							
1972.....	100	9.5	0.9	8.6	--	90.5	0.3 90.2
1982.....	100	10.3	0.5	9.8	--	89.7	-- 89.7
Shale mines							
1972.....	100	44.2	0.6	43.6	--	55.8	0.6 55.2
1982.....	100	35.0	0.2	34.8	--	65.0	-- 65.0
Shale pits							
1972.....	100	48.4	0.5	47.9	--	51.6	0.4 51.2
1982.....	100	36.8	--	36.8	--	63.2	-- 63.2
Shale processing enterprises							
1972.....	100	18.2	3.8	14.4	--	81.8	-- 81.8
1982.....	100	23.1	0.1	23.0	--	76.9	-- 76.9
Peat industry							
1972.....	100	62.8	11.6	51.2	--	37.2	6.9 30.3
1982.....	100	63.7	8.9	54.8	--	36.3	5.4 30.9
Ferrous metallurgy							
1972.....	100	58.0	8.2	48.7	1.1	42.0	0.6 41.4
1982.....	100	52.2	1.8	50.0	0.4	47.8	0.3 47.5
In particular:							
Production of fireproofing							
1972.....	100	57.7	8.1	49.5	0.1	42.3	2.0 40.3
1982.....	100	54.7	3.3	51.2	0.2	45.3	0.5 44.8

	Total Workers	In Particular Paid By:					
		Piece Work			Time Worked		
		Of the above, by the systems			Of the above, by the systems		
		Total	Direct	Bonus	Pro- gressive	Total	Simple Bonus
Extraction and enrichment of ore for ferrous metallurgy							
1972.....	100	51.7	6.0	45.7	--	48.3	0.3 48.0
1982.....	100	46.5	1.3	45.2	--	53.5	0.2 53.3
Chemical and petrochemical industry							
1972.....	100	37.6	7.9	29.7	--	62.4	0.6 61.8
1982.....	100	34.1	1.3	32.8	--	65.9	0.7 65.2
In particular:							
Chemical industry							
1972.....	100	34.4	9.1	25.3	--	65.6	0.7 64.9
1982.....	100	31.0	1.6	29.4	--	69.0	0.8 68.2
Of the above:							
Basic chemistry							
1972.....	100	24.5	8.1	16.4	--	75.5	0.3 75.2
1982.....	100	20.8	1.1	19.7	--	79.2	0.3 78.9
Chemical fibers and threads industry							
1972.....	100	39.4	3.4	36.0	--	60.6	0.4 60.2
1982.....	100	39.8	0.6	39.2	--	60.2	0.8 59.4
Plastic products, glass fiber materials, plastic glass and products from it industry							
1972.....	100	63.6	20.3	43.3	--	36.4	1.5 34.9
1982.....	100	57.4	3.7	53.7	--	42.6	0.8 41.8

	Total Workers	In Particular Paid By:					
		Piece Work			Time Worked		
		Of the above, by the systems		Pro- gressive	Of the above, by the systems		Bonus
		Total	Direct	Bonus	Total	Simple	Bonus
Petrochemical industry							
1972.....	100	46.9	4.1	42.8	53.1	0.4	52.7
1982.....	100	43.6	0.7	42.9	56.4	0.4	56.0
Of the above:							
Rubber and asbestos industry							
1972.....	100	59.3	3.8	55.5	40.7	0.5	40.2
1982.....	100	56.9	0.9	56.0	43.1	0.8	42.3
Pharmaceutical chemical industry							
1972.....	100	39.7	9.2	30.5	60.3	0.2	60.1
1982.....	100	33.8	0.8	33.0	66.2	0.4	65.8
Machine building and metalworking							
1972.....	100	55.3	23.9	30.9	44.7	1.1	43.6
1982.....	100	54.4	3.4	50.7	45.6*	0.5	42.5
In particular:							
Machine building							
1972.....	100	54.7	22.7	31.6	45.3	0.9	44.4
1982.....	100	54.1	2.8	51.0	45.9*	0.4	42.5

*Including those paid for VAZ [Volga motor vehicle plant] experience: 2.6 percent in machine building and metalworking, 3.0 percent in machine building, 1.5 percent in the electrical engineering industry, 0.3 percent in machine tool building and the tool industry, 0.8 percent in instrument building, 25.3 percent in the motor vehicle industry, 0.7 percent in tractor and agricultural machine building.

Total Workers	In Particular Paid By:						Time Worked	
	Piece Work			Of the above, by			Simple	Bonus
	Total	Direct	Bonus	Pro- gressive	Total	Of the above, by the systems		
Of the above:								
Electrical engineering								
1972.....	59.0	28.4	30.2	0.4	41.0	1.1	39.9	
1982.....	59.1	6.2	52.8	0.1	40.9*	0.8	38.6	
Machine tool building and the tool industry								
1972.....	56.0	31.2	24.6	0.2	44.0	0.9	43.1	
1982.....	54.8	4.0	50.7	0.1	45.2*	0.6	44.3	
Instrument building								
1972.....	57.9	28.4	29.2	0.3	42.1	1.2	40.9	
1982.....	57.4	2.9	54.4	0.1	42.6*	0.3	41.5	
Motor vehicle industry								
1972.....	49.0	17.1	31.5	0.4	51.0	0.6	50.4	
1982.....	38.5	1.5	36.9	0.1	61.5*	0.2	36.0	
Tractor and agricultural machine building								
1972.....	55.1	24.3	30.2	0.6	44.9	0.9	44.0	
1982.....	61.3	3.1	57.9	0.3	38.7*	0.5	37.5	
Timber industry								
1972.....	78.7	3.5	75.2	--	21.3	4.3	17.0	
1982.....	75.4	2.2	73.2	--	24.6	3.9	20.7	

*Including those paid for VAZ [Volga motor vehicle plant] experience: 2.6 percent in machine building and metalworking, 3.0 percent in machine building, 1.5 percent in the electrical engineering industry, 0.3 percent in machine tool building and the tool industry, 0.8 percent in instrument building, 25.3 percent in the motor vehicle industry, 0.7 percent in tractor and agricultural machine building.

	Total Workers	In Particular Paid By:						
		Piece Work				Time Worked		
		Total	Of the above, by the systems			Total	Of the above, by the systems	
			Direct	Bonus	Pro- gressive		Simple	Bonus
Woodworking industry	100	71.6	8.6	63.0	--	28.4	2.1	26.3
1972.....	100	67.4	2.9	64.5	--	32.6	1.3	31.3
Cellulose and paper industry	100	52.3	11.7	40.6	--	47.7	1.8	45.9
1972.....	100	49.5	3.9	45.6	--	50.5	1.1	49.4
Building materials industry	100	65.6	8.1	57.5	--	34.4	3.2	31.2
1972.....	100	64.4	5.4	59.0	--	35.6	2.0	33.6
In particular:								
Cement industry	100	56.2	7.2	49.0	--	43.8	3.1	40.7
1972.....	100	52.4	4.9	47.5	--	47.6	1.6	46.0
Prefabricated reinforced concrete and concrete compo- nents and products industry	100	63.7	8.7	55.0	--	36.3	2.8	33.5
1972.....	100	65.0	6.2	58.8	--	35.0	1.7	33.3
Wall materials industry	100	75.3	7.9	67.4	--	24.7	4.0	20.7
1972.....	100	72.2	4.6	67.6	--	27.8	2.7	25.1
Glass, china and earthenware industry	100	60.1	13.5	46.6	--	39.9	5.0	34.9
1972.....	100	60.5	3.9	56.6	--	39.5	2.3	37.2

	Total Workers	In Particular Paid By:					Time Worked	
		Piece Work			Total	Of the above, by the systems		
		Of the above, by the systems				Simple	Bonus	
		Total	Direct	Bonus				Pro- gressive
Light industry (not including textile)								
1972.....	100	78.9	6.8	72.1	--	21.1	1.3	19.8
1982.....	100	74.4	2.8	71.6	--	25.6	0.8	24.8
In particular:								
Sewing industry								
1972.....	100	81.8	6.6	75.2	--	18.2	1.2	17.0
1982.....	100	77.3	2.7	74.6	--	22.7	0.7	22.0
Leather industry								
1972.....	100	66.1	9.1	57.0	--	33.9	1.5	32.4
1982.....	100	59.5	2.8	56.7	--	40.5	1.1	39.4
Fur industry								
1972.....	100	72.0	5.1	66.9	--	28.0	0.9	27.1
1982.....	100	68.7	1.9	66.8	--	31.3	0.6	30.7
Shoe industry								
1972.....	100	78.9	5.6	73.3	--	21.1	1.3	19.8
1982.....	100	75.1	2.8	72.3	--	24.9	0.9	24.0
Textile industry								
1972.....	100	64.6	11.4	53.2	--	35.4	3.7	31.7
1982.....	100	62.8	4.8	58.0	--	37.2	2.9	34.3
In particular:								
Cotton industry								
1972.....	100	63.5	11.3	52.2	--	36.5	4.9	31.6
1982.....	100	61.6	4.1	57.5	--	38.4	4.2	34.2

	Total Workers	In Particular Paid By:					
		Piece Work			Time Worked		
		Total	Of the above, by the systems		Total	Of the above, by the systems	
			Direct	Bonus	Pro-gressive	Simple	Bonus
Linen industry	100	63.5	10.0	53.5	--	4.1	32.4
1972.....	100	57.0	3.8	53.2	--	4.6	38.4
1982.....							
Woolen industry	100	62.5	15.2	47.3	--	3.1	34.4
1972.....	100	64.3	7.5	56.8	--	2.3	33.4
1982.....							
Silk industry	100	61.4	10.5	50.9	--	4.3	34.3
1972.....	100	59.5	3.8	55.7	--	2.9	37.6
1982.....							
Textile novelty items	100	78.1	30.2	47.9	--	2.8	19.1
1972.....	100	71.3	17.7	53.6	--	2.0	26.7
1982.....							
Knitted fabric industry	100	66.0	7.3	58.7	--	2.1	31.9
1972.....	100	65.4	2.4	63.0	--	1.4	33.2
1982.....							
Food industry	100	54.3	4.3	49.8	0.2	2.1	43.6
1972.....	100	51.4	2.1	49.0	0.3	1.2	47.4
1982.....							
In particular:							
Sugar industry	100	19.3	14.0	5.3	--	3.6	77.1
1972.....	100	18.2	10.0	8.2	--	1.0	80.8
1982.....							
Bakery industry	100	61.5	0.9	60.6	--	0.7	37.8
1972.....	100	57.1	0.1	56.8	0.2	0.2	42.7
1982.....							

	Total Workers	In Particular Paid By:					
		Piece Work			Time Worked		
		Of the above, by the systems			Of the above, by the systems		
		Total	Direct	Bonus	Pro- gressive	Total	Simple Bonus
Confectionary industry							
1972.....	100	66.1	2.8	63.1	0.2	33.9	0.9 33.0
1982.....	100	63.6	1.0	62.6	--	36.4	0.3 36.1
Butter and fat industry							
1972.....	100	31.9	6.3	25.6	--	68.1	1.2 66.9
1982.....	100	25.8	2.7	23.1	--	74.2	1.1 73.1
Fruit and vegetable industry							
1972.....	100	67.8	6.6	61.0	0.2	32.2	2.1 30.1
1982.....	100	62.0	2.8	59.1	0.1	38.0	2.0 36.0
Tobacco industry							
1972.....	100	61.0	5.4	55.6	--	39.0	1.1 37.9
1982.....	100	61.0	2.0	59.0	--	39.0	0.5 38.5
Meat industry							
1972.....	100	60.6	1.8	58.8	--	39.4	0.9 38.5
1982.....	100	58.1	0.5	57.6	--	41.9	0.3 41.6
Butter, cheese and milk industry							
1972.....	100	52.2	1.9	50.3	--	47.8	1.4 46.4
1982.....	100	46.5	0.5	45.9	0.1	53.5	0.3 53.2
Fish industry							
1972.....	100	69.9	3.3	65.3	1.3	30.1	4.4 25.7
1982.....	100	63.1	1.2	60.0	1.9	36.9	4.4 32.5
Printing industry							
1972.....	100	57.7	9.8	47.9	--	42.3	4.8 37.5
1982.....	100	56.6	2.5	54.1	--	43.4	1.9 41.5

3. Distribution of the Number of Construction Workers By Grade Category, Wage Forms and Systems (in percentages)									
Distribution by Grade Categories on 1 Aug 1982									
Total Workers	In Particular by Grade Category						Average Grade Category		
	1	2	3	4	5	6			
100	3.0	11.9	23.6	27.5	20.7	13.3	3.91		
Distribution by Wage Forms and Systems for 1972 and 1982									
Years	Total Workers	In Particular Paid By:						Time Worked	
		Piece Work			Of the above, by the systems			Of the above, by the systems	
		Total	Of the above, by the systems		Total		Simple	Bonus	
			Direct	Bonus	Piece	Piece			
1972	100	81.3	38.6	23.9	18.8	18.7	6.1	12.6	
1982	100	80.4	26.6	31.3	22.5	19.6	3.7	15.9	

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